



# 330Talent and You

## What to Expect From One Another

A Helpful Guide for our Health Center Clients

### ex·pec·ta·tion

/,ek,spek'tāSH(ə)n/

noun

plural noun: **expectations**

1. A strong belief that something will happen or be the case in the future.

If you found us at 330Talent, chances are you know a little about what we do. But here's a quick refresher:

330Talent is one of the few talent acquisition firms exclusive to the FQHC movement, and the only one that offers our proprietary FQHC Readiness Assessment Tool. We source, examine, verify, and disposition prequalified talent so you don't have to.

Working with us means your HR staff and department managers can focus more on the day-to-day and less on finding new talent to join you. We'll take care of that piece. And you can trust we'll do a great job because we come from the industry and understand the unique needs of community health.

We know that talent acquisition is a dynamic experience – and it comes with many variables. But we're prepared for it all. And we want you to be, too. At a high-level, here's what you can expect from us – and what we need in return:

What we'll give you:	What we need from you:
✓ Dedicated expertise. We have years of industry experience from the top down, and we understand the ins and outs of the FQHC industry.	✓ Consistent communication with us – including providing any updates or changes on the role we're helping to fill.
✓ Up-front time spent on candidate research. We'll learn all we need to know about you and your organization to ensure we can find the right talent to join your community.	✓ Be responsive – with us and especially with candidates.
✓ Presentation of prequalified and vetted candidates with individual profiles (e.g. <a href="#">Readiness Assessment Tool</a> ).	✓ Move quickly. Candidates are often talking to more than one health center and may select another opportunity if you fail to move expeditiously.
✓ Regular follow-ups and professionalism at every step.	✓ Trust and patience along the way. Finding the right talent takes time – but we'll ensure we are working both judiciously and effectively to fill your needs.



## Once you sign a contract to work with 330Talent, what happens next?

*Step 1: In-depth discussion & data collection* – in detail, we'll discuss your needs. Here's a partial list of what we'll need from you:

- ✓ Detailed job description and compensation range
- ✓ Benefit information (health, retirement, etc.)
- ✓ Relocation information – e.g. is relocation assistance provided? If so, how much?

*Step 2: Candidate sourcing* – identifying and assessing candidates:

- ✓ We source, screen, interview, and assess which candidates meet your criteria
- ✓ We put viable candidates through our proprietary FQHC Readiness Assessment Tool
- ✓ We present the candidates we believe meet your requirements

*Step 3: Client review & candidate interviews:*

- ✓ You review candidates and determine which ones you would like to interview
- ✓ Interview dates and times are coordinate, final interviews and on-site visits are planned
- ✓ Offer details are finalized and presented

## How long will it take to fill an open role?

- ✓ For non-clinical leadership roles, our expectation is to present candidates to you within 3-6 weeks. For finance roles, the timeframe may be a bit longer due to demand being greater than supply. We will continue to keep you updated throughout the process – including any expected lags.
- ✓ For clinical positions, it's more challenging due to the nature of these roles and the demand for their attention. Filling these roles could take 6-12 months. Again, we will maintain regular communication with you along the way.
- ✓ Due to the difficult and time-consuming nature of talent acquisition for clinical staff, 330Talent does require an engagement fee in the form of a deposit to initiate work. A portion of the engagement fee is refundable should our efforts fail to achieve the desired outcome.

## How does 330Talent level-set salary expectations?

- ✓ We understand the market and do our best to make sure you have a clear understanding of current market conditions.
- ✓ We articulate reasonable expectations for the role with candidates – including the geography in which the position is located. Level-setting both parties leads to fewer problems when it comes time to negotiating a compensation package.

## What's the current market like?

- ✓ There's a great deal of competition for experienced candidates. FQHCs are facing substantial demand for services, and staffing needs continue to grow
  - ✓ The demand is much greater than supply, especially for finance-related positions.
  - ✓ Competition, along with recent global inflationary pressures, has driven salaries higher.
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